


62.404
4
26hhi
98-

HIRING THE HANDICAPPED

MONTANA STATE LIBRARY
S 362.40484 S26hhi 198- c.1
Hiring the handicapped : it's not only go
3 0864 00049577 3



IT'S NOT ONLY
GOOD WILL,
IT'S GOOD BUSINESS



Digitized by the Internet Archive
in 2011 with funding from
Montana State Library

VOCATIONAL

REHABILITATION

WHAT IS VOCATIONAL REHABILITATION?

Vocational Rehabilitation provides services for vocationally handicapped persons to help them gain employment.

WHO IS ELIGIBLE FOR VOCATIONAL REHABILITATION?

A person who has a physical or mental disability which is a handicap to employment is eligible for Vocational Rehabilitation when there is a reasonable expectation that services will lead to employment.

WHAT SERVICES ARE PROVIDED BY VOCATIONAL REHABILITATION?

Services provided by Vocational Rehabilitation include Vocational Evaluation, Vocational Guidance & Counseling, Training, Tools, Equipment, Licenses, Physical Restoration, Job Placement and Job Follow-Up.

WHY SHOULD YOU HIRE A HANDICAPPED PERSON?

PRODUCTIVE EMPLOYEES

The high majority of handicapped workers achieve average, or better, ratings in job performance, safety, attendance and job stability.

EMPLOYER TAX CREDITS

The employer who hires a handicapped person, referred by the State Division of Vocational Rehabilitation, may be eligible for a tax credit in the amount of 10% of the first \$4,200.00 he pays into the new employee's wages. (More information on this may be obtained from the IRS).

SUBSEQUENT INJURY

The Subsequent Injury Fund provides a method whereby an employer is able to hire a worker who can perform duties within the limits of his/her physical impairment, with the knowledge that the employer's insurance liability will be limited to a maximum of 104 weeks in the event of a subsequent injury. (Further information on this can be obtained through the Division of Worker's Compensation).

ON-THE-JOB TRAINING

Vocational Rehabilitation is able to pay for "On-The-Job Training" in situations where a person may not be completely qualified for the job, but is capable of learning the tasks in a short period of time. The employer can be reimbursed up to 50% of the trainee's wages, usually for a period of three months, with the understanding that after the training is completed the handicapped individual will become a permanent employee.

FOLLOW-UP

Vocational Rehabilitation wants successful placements and is concerned with the mutual satisfaction of the employer and the employee. To ensure success, Vocational Rehabilitation offers follow-up services for at least 60 days after the handicapped person becomes employed.

YOU
THE EMPLOYERS
MAKE IT WORK



WHAT IS AFFIRMATIVE ACTION?

Affirmative action is Federal Legislation (Title V) included in the Rehabilitation Act of 1973, which promotes hiring, promoting, and accommodating employees who have handicapping conditions.

WHO IS REQUIRED BY LAW TO ACT AFFIRMATIVELY?

Departments and agencies of the Executive Branch of the Federal Government, Federal Contract Recipients, and their sub-contractors, when the contract is \$2,500.00 or more, and programs receiving Federal financial assistance (such as State & Local Governments, Colleges, Universities, Hospitals and non-Profit Organizations) are required to have Affirmative Action Programs.



OUR CONCERN, YOUR BENEFIT

Vocational Rehabilitation:

- Is interested in the mutual benefit of the employer and the handicapped individual.
- Is beneficial to the individual when he/she has meaningful work to perform.
- Is beneficial to the employer when meaningful work is performed in terms of productivity and profit.



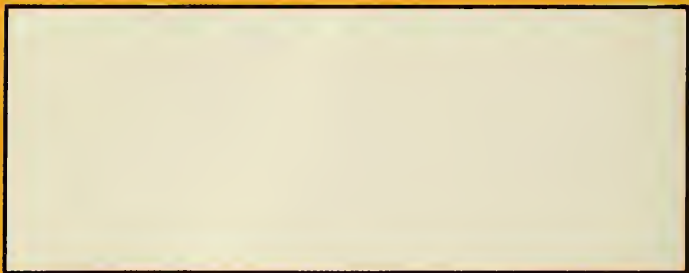
Vocational Rehabilitation is interested in matching the person's abilities to the requirements of the job.

When you have a job opening and would like assistance in filling your position with an individual who is ready, willing and capable, please contact your local Vocational Rehabilitation office.

GIVE AN OPPORTUNITY GAIN AN ASSET . . .



FOR FURTHER INFORMATION IN YOUR LOCAL AREA, CONTACT:



REHABILITATIVE SERVICES DIVISION